
Virginia's Registered Nurse Workforce: 2016

Healthcare Workforce Data Center

December 2016

Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Richmond, VA 23233
804-367-2115, 804-527-4466(fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

35,180 Registered Nurses voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Nursing express our sincerest appreciation for your ongoing cooperation.

Thank You!

Virginia Department of Health Professions

David E. Brown, D.C.
Director

Lisa R. Hahn, MPA
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Dr. Elizabeth Carter, Ph.D.
Executive Director

Yetty Shobo, Ph.D.
Deputy Director

Laura Jackson
Operations Manager

Christopher Coyle
Research Assistant

Virginia Board of Nursing

President

Joyce A. Hahn, Ph.D., R.N., NEA-BC, FNAP
Oak Hill

Vice-President

Kelly S. McDonough, DNP, RN
Fredericksburg

Members

Jennifer Phelps, LPN/QMHPA
Lynchburg

Jeanne E. Holmes
Prince George

Guia Caliwagan, RN, MAN
Virginia Beach

Trula E. Minton, M. RN
Richmond

Joana Garcia
Fairfax Station

Mark Monson
Louisa

Marie Gerardo, MS, RN, ANP-BC
Midlothian

Rebecca Poston, Ph.D., RN, CPNP
Norfolk

Regina Gilliam, LPN
Sandston

William Traynham, LPN, CSAC
Mechanicsville

Louise Hershkowitz, CRNA, MSHA
Reston

Dustin S. Ross, DNP, MBA, RN
Chesapeake

Executive Director

Jay P. Douglas, M.S.M., R.N., C.S.A.C., F.R.E.

Contents

| | |
|--|-----------|
| Results in Brief..... | 2 |
| Survey Response Rates..... | 3 |
| The Workforce..... | 4 |
| Demographics..... | 5 |
| Background | 6 |
| Education | 8 |
| Specialties & Certifications | 9 |
| Military Service..... | 10 |
| Current Employment Situation | 11 |
| Employment Quality..... | 12 |
| 2015-2016 Labor Market | 13 |
| Work Site Distribution | 14 |
| Establishment Type | 15 |
| Time Allocation | 17 |
| Patients | 18 |
| Retirement & Future Plans | 19 |
| Full-Time Equivalency Units..... | 21 |
| Maps | 22 |
| Council on Virginia’s Future Regions | 22 |
| Area Health Education Center Regions | 23 |
| Workforce Investment Areas | 24 |
| Health Services Areas | 25 |
| Planning Districts..... | 26 |
| Appendices..... | 27 |
| Appendix A: Weights | 27 |

The Registered Nurse Workforce: At a Glance:

The Workforce

| | |
|-----------------------|---------|
| Licensees: | 108,135 |
| Virginia's Workforce: | 90,581 |
| FTEs: | 77,890 |

Background

| | |
|---------------------|-----|
| Rural Childhood: | 37% |
| HS Degree in VA: | 56% |
| Prof. Degree in VA: | 66% |

Current Employment

| | |
|-----------------------|-----|
| Employed in Prof.: | 90% |
| Hold 1 Full-time Job: | 68% |
| Satisfied?: | 93% |

Survey Response Rate

| | |
|-------------------------|-----|
| All Licensees: | 33% |
| Renewing Practitioners: | 79% |

Education

| | |
|----------------|-----|
| Baccalaureate: | 43% |
| Associate: | 32% |

Job Turnover

| | |
|----------------------|-----|
| Switched Jobs: | 7% |
| Employed over 2 yrs: | 64% |

Demographics

| | |
|------------------|-----|
| Female: | 93% |
| Diversity Index: | 36% |
| Median Age: | 47 |

Finances

| | |
|----------------------------|-----|
| Median Income: \$60k-\$70k | |
| Health Benefits: | 65% |
| Under 40 w/ Ed debt: | 62% |

Time Allocation

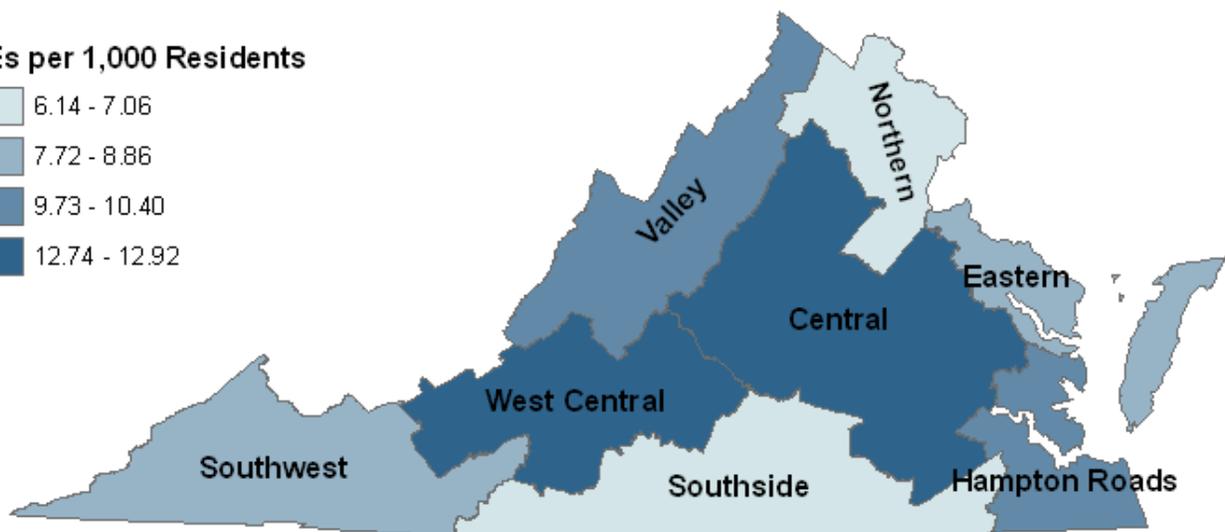
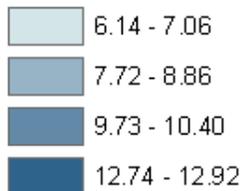
| | |
|--------------------|---------|
| Patient Care: | 80%-89% |
| Patient Care Role: | 65% |
| Admin. Role: | 8% |

Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division



35,180 Registered Nurses (RNs) voluntarily took part in the 2016 Registered Nurse Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during a two-year renewal cycle on the birth month of each respondent. Therefore, only approximately half of all RNs have access to the survey in any given year. Thus, these survey respondents represent only 33% of the 108,135 RNs who are licensed in the state but 79% of renewing practitioners.

The HWDC estimates that 90,581 RNs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an RN at some point in the future. Between October 2015 and September 2016, Virginia's RN workforce provided 77,890 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

93% of all RNs are female, while the median age of the RN workforce is 47. In a random encounter between two RNs, there is a 36% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's RN workforce considerably less diverse than the state's overall population, where there is a 55% chance that two randomly chosen people would be of different races or ethnicities. Among RNs who are under the age of 40, there is slightly more diversity, with an index of 41%.

37% of all RNs grew up in a rural area, and 19% of these professionals currently work in non-Metro areas of the state. Overall, just 9% of all RNs work in a non-Metro area of the state. Meanwhile, 56% of Virginia's RNs graduated from high school in Virginia, and 66% earned their initial professional degree in the state. In total, 69% of Virginia's RN workforce has some educational background in the state.

43% of all RNs hold a bachelor's degree as their highest professional degree, while 32% have earned an Associate degree in Nursing. 38% of Virginia's RN workforce currently has education debt, including 62% of those under the age of 40. The median debt burden for those RNs with educational debt is between \$20,000 and \$30,000.

90% of RNs are currently employed in the profession. 68% of all RNs hold one full-time position at the moment, while 10% currently hold two or more positions. 40% of Virginia's RNs work between 40 and 49 hours per week, while 14% of RNs work less than 30 hours per week. Although 7% of RNs have switched jobs at some point in the past year, another 64% of RNs have remained at their primary work location for more than two years.

The median annual income for RNs is between \$60,000 and \$70,000. In addition, 84% of wage or salaried RNs receive at least one employer-sponsored benefit, including 65% who receive health insurance. 93% of RNs are satisfied with their current employment situation, including 59% who indicate they are "very satisfied".

19% of Virginia's RNs have worked at two or more locations in the past year, and 17% of RNs currently do the same. 84% of RNs work in the private sector, including 42% who work at a for-profit institution. In fact, 38% of all RNs work in the inpatient department of a hospital, which is by far the most of any establishment type in the state.

A typical RN spends nearly all of her time treating patients. In fact, 65% of RNs serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. Meanwhile, a typical RN spends approximately half of her time treating adults and one-quarter of her time treating elderly patients.

39% of RNs expect to retire by the age of 65. 7% of the current workforce expects to retire in the next two years, while half the current workforce expects to retire by 2041. Over the next two years, 30% of all RNs expected to pursue additional educational opportunities, while 7% plan on increasing their patient care hours.

A Closer Look:

| Licensees | | |
|--|----------------|-------------|
| License Status | # | % |
| Renewing Practitioners | 45,776 | 42% |
| New Licensees | 4,957 | 5% |
| Non-Renewals | 6,931 | 6% |
| Renewal date not in survey period | 50,471 | 47% |
| All Licensees | 108,135 | 100% |

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 79% of renewing RNs submitted a survey. These represent 33% of RNs who held a license at some point during the survey period.

| Statistic | Response Rates | | Response Rate |
|--------------------------------|-----------------|---------------|---------------|
| | Non Respondents | Respondent | |
| By Age | | | |
| Under 30 | 9,300 | 3,068 | 25% |
| 30 to 34 | 7,486 | 4,587 | 38% |
| 35 to 39 | 7,830 | 3,070 | 28% |
| 40 to 44 | 6,533 | 4,491 | 41% |
| 45 to 49 | 8,068 | 3,471 | 30% |
| 50 to 54 | 7,064 | 5,028 | 42% |
| 55 to 59 | 9,202 | 3,875 | 30% |
| 60 and Over | 17,472 | 7,590 | 30% |
| Total | 72,955 | 35,180 | 33% |
| New Licenses | | | |
| Issued After Sept. 2015 | 4,957 | 0 | 0% |
| Metro Status | | | |
| Non-Metro | 8,318 | 4,283 | 34% |
| Metro | 54,934 | 28,480 | 34% |
| Not in Virginia | 9,696 | 2,415 | 20% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed RNs

| | |
|--------------|---------|
| Number: | 108,135 |
| New: | 5% |
| Not Renewed: | 6% |

Response Rates

| | |
|-------------------------|-----|
| All Licensees: | 33% |
| Renewing Practitioners: | 79% |

Source: Va. Healthcare Workforce Data Center

Response Rates

| | |
|-------------------------------------|--------|
| Completed Surveys | 35,180 |
| Response Rate, all licensees | 33% |
| Response Rate, Renewals | 79% |

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted between October 2015 and September 2016 on the birth month of each renewing practitioner.
- 2. Target Population:** All RNs who held a Virginia license at some point during the survey time period.
- 3. Survey Population:** The survey was available to RNs who renewed their licenses online. It was not available to those who did not renew, including RNs newly licensed during the survey time frame.

At a Glance:

Workforce

Virginia's RN Workforce: 90,581
 FTEs: 77,890

Utilization Ratios

Licensees in VA Workforce: 84%
 Licensees per FTE: 1.39
 Workers per FTE: 1.16

Source: Va. Healthcare Workforce Data Center

| Virginia's RN Workforce | | |
|---------------------------------|---------|------|
| Status | # | % |
| Worked in Virginia in Past Year | 86,763 | 96% |
| Looking for Work in Virginia | 3,818 | 4% |
| Virginia's Workforce | 90,581 | 100% |
| Total FTEs | 77,890 | |
| Licensees | 108,135 | |

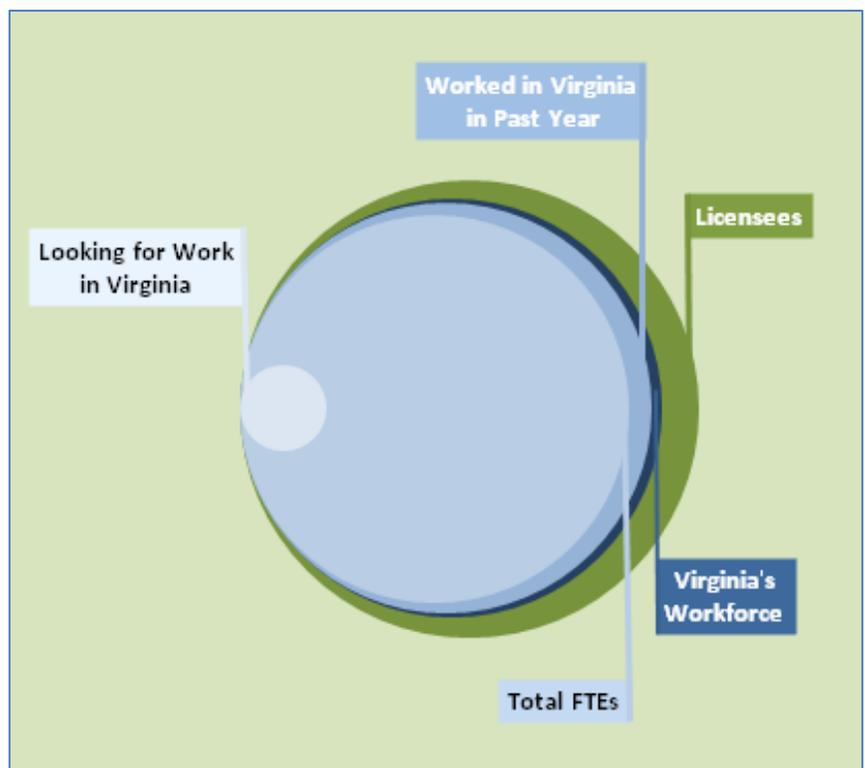
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Age & Gender | | | | | | |
|--------------|--------------|-----------|---------------|------------|---------------|----------------|
| Age | Male | | Female | | Total | |
| | # | % Male | # | % Female | # | % in Age Group |
| Under 30 | 602 | 6% | 9,766 | 94% | 10,368 | 13% |
| 30 to 34 | 678 | 7% | 8,936 | 93% | 9,614 | 12% |
| 35 to 39 | 731 | 8% | 8,016 | 92% | 8,747 | 11% |
| 40 to 44 | 644 | 7% | 8,063 | 93% | 8,707 | 11% |
| 45 to 49 | 747 | 8% | 8,125 | 92% | 8,872 | 11% |
| 50 to 54 | 619 | 7% | 8,712 | 93% | 9,331 | 11% |
| 55 to 59 | 540 | 6% | 9,254 | 95% | 9,794 | 12% |
| 60 + | 902 | 5% | 16,003 | 95% | 16,905 | 21% |
| Total | 5,464 | 7% | 76,875 | 93% | 82,338 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 93%
 % Under 40 Female: 93%

Age

Median Age: 47
 % Under 40: 35%
 % 55+: 32%

Diversity

Diversity Index: 36%
 Under 40 Div. Index: 41%

Source: Va. Healthcare Workforce Data Center

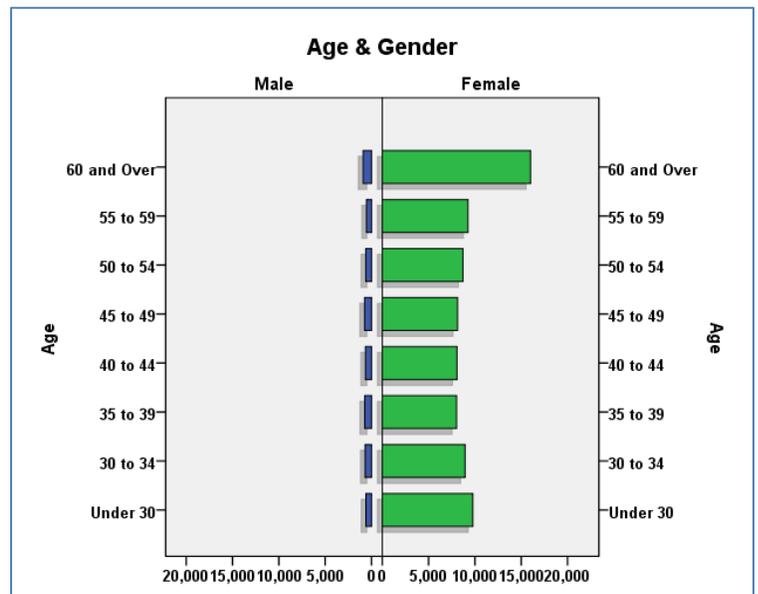
| Race & Ethnicity | | | | | |
|--------------------|-------------|---------------|-------------|---------------|-------------|
| Race/ Ethnicity | Virginia* | RNs | | RNs under 40 | |
| | % | # | % | # | % |
| White | 63% | 65,320 | 79% | 21,775 | 76% |
| Black | 19% | 8,609 | 10% | 3,064 | 11% |
| Asian | 6% | 4,246 | 5% | 1,647 | 6% |
| Other Race | 0% | 853 | 1% | 330 | 1% |
| Two or more races | 2% | 1,630 | 2% | 833 | 3% |
| Hispanic | 9% | 2,125 | 3% | 1,120 | 4% |
| Total | 100% | 82,783 | 100% | 28,769 | 100% |

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RNs, there is a 36% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 55% chance for Virginia's population as a whole.

35% of RNs are under the age of 40. 93% of these professionals are female. In addition, the diversity index among RNs under the age of 40 is 41%, which is higher than the diversity index for Virginia's overall RN workforce.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 14%
 Rural Childhood: 37%

Virginia Background

HS in Virginia: 56%
 Prof. Ed. in VA: 66%
 HS or Prof. Ed. in VA: 69%

Location Choice

% Rural to Non-Metro: 19%
 % Urban/Suburban to Non-Metro: 4%

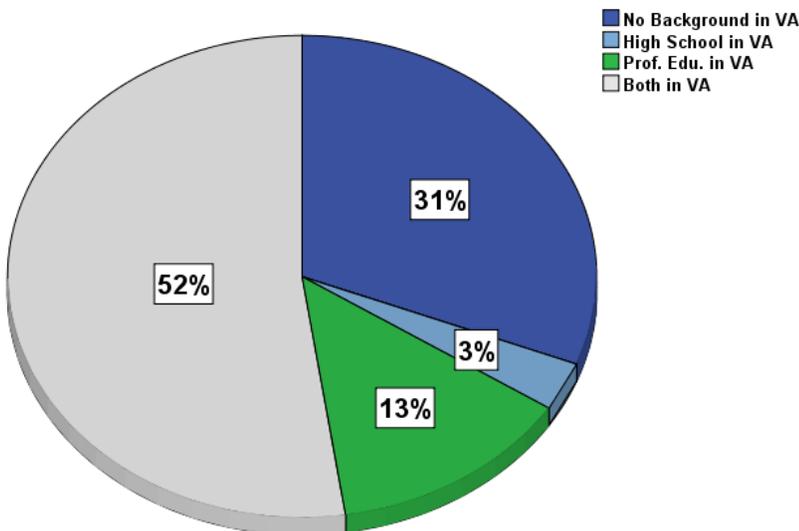
Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Primary Location: USDA Rural Urban Continuum | | Rural Status of Childhood Location | | |
|---|------------------------------------|---------------------------------------|------------|------------|
| Code | Description | Rural | Suburban | Urban |
| Metro Counties | | | | |
| 1 | Metro, 1 million+ | 26% | 58% | 17% |
| 2 | Metro, 250,000 to 1 million | 53% | 37% | 10% |
| 3 | Metro, 250,000 or less | 52% | 38% | 10% |
| Non-Metro Counties | | | | |
| 4 | Urban pop 20,000+, Metro adj | 69% | 17% | 14% |
| 6 | Urban pop, 2,500-19,999, Metro adj | 73% | 20% | 7% |
| 7 | Urban pop, 2,500-19,999, nonadj | 90% | 7% | 3% |
| 8 | Rural, Metro adj | 73% | 22% | 5% |
| 9 | Rural, nonadj | 62% | 25% | 13% |
| Overall | | 37% | 49% | 14% |

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

37% of RNs grew up in self-described rural areas, and 19% of these professionals currently work in non-Metro counties. Overall, 9% of all RNs currently work in non-Metro counties.

Top Ten States for Registered Nurse Recruitment

| Rank | All RNs | | | |
|------|---------------------|--------|---------------------|--------|
| | High School | # | Init. Prof Degree | # |
| 1 | Virginia | 45,835 | Virginia | 54,011 |
| 2 | Outside U.S./Canada | 5,178 | New York | 3,109 |
| 3 | New York | 4,061 | Pennsylvania | 2,745 |
| 4 | Pennsylvania | 3,657 | Outside U.S./Canada | 2,625 |
| 5 | Maryland | 2,302 | North Carolina | 1,775 |
| 6 | New Jersey | 1,818 | Maryland | 1,611 |
| 7 | West Virginia | 1,722 | West Virginia | 1,489 |
| 8 | North Carolina | 1,718 | Florida | 1,219 |
| 9 | Ohio | 1,669 | Ohio | 1,141 |
| 10 | Florida | 1,307 | New Jersey | 921 |

Source: Va. Healthcare Workforce Data Center

56% of licensed RNs received their high school degree in Virginia, and 66% received their initial professional degree in the state.

| Rank | Licensed in the Past 5 Years | | | |
|------|------------------------------|--------|---------------------|--------|
| | High School | # | Init. Prof Degree | # |
| 1 | Virginia | 10,027 | Virginia | 12,369 |
| 2 | Outside U.S./Canada | 1,249 | Pennsylvania | 556 |
| 3 | Pennsylvania | 782 | New York | 487 |
| 4 | New York | 690 | North Carolina | 438 |
| 5 | Maryland | 531 | Outside U.S./Canada | 434 |
| 6 | North Carolina | 530 | Florida | 422 |
| 7 | Florida | 454 | West Virginia | 390 |
| 8 | Ohio | 422 | Maryland | 375 |
| 9 | New Jersey | 392 | Ohio | 285 |
| 10 | California | 389 | California | 210 |

Source: Va. Healthcare Workforce Data Center

Among RNs who received their license in the past five years, 53% received their high school degree in Virginia, while 65% received their initial professional degree in the state.

16% of Virginia's licensees did not participate in Virginia's RN workforce during the past year. 76% of these licensees worked at some point in the past year, including 69% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

| | |
|----------------------|--------|
| Total: | 17,564 |
| % of Licensees: | 16% |
| Federal/Military: | 14% |
| Va. Border State/DC: | 18% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Highest Degree | | |
|----------------------|---------------|-------------|
| Degree | # | % |
| LPN Diploma or Cert. | 166 | 0% |
| Hospital RN Diploma | 8,498 | 10% |
| Associate Degree | 26,405 | 32% |
| Baccalaureate Degree | 35,489 | 43% |
| Master's Degree | 10,411 | 13% |
| Doctorate Degree | 1,017 | 1% |
| Total | 81,986 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Baccalaureate: 43%
 Associate: 32%

Educational Debt
 Carry debt: 38%
 Under age 40 w/ debt: 62%
 Median debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

43% of RNs have a baccalaureate as their highest professional degree. 38% of RNs have education debt, including 62% of those under the age of 40. The median debt burden among RNs with educational debt is between \$20,000 and \$30,000.

| Current Educational Attainment | | |
|--------------------------------|---------------|-------------|
| Currently Enrolled? | # | % |
| Yes | 8,882 | 15% |
| No | 49,167 | 85% |
| Total | 58,049 | 100% |
| Degree Pursued | # | % |
| Associate | 44 | 1% |
| Bachelor | 4,277 | 50% |
| Masters | 3,535 | 41% |
| Doctorate | 744 | 9% |
| Total | 8,601 | 100% |

Source: Va. Healthcare Workforce Data Center

| Amount Carried | All RNs | | RNs under 40 | |
|---------------------|---------------|-------------|---------------|-------------|
| | # | % | # | % |
| None | 44,502 | 62% | 9,830 | 38% |
| \$10,000 or less | 5,504 | 8% | 3,023 | 12% |
| \$10,000-\$19,999 | 4,842 | 7% | 2,757 | 11% |
| \$20,000-\$29,999 | 4,431 | 6% | 2,758 | 11% |
| \$30,000-\$39,999 | 3,194 | 4% | 1,931 | 8% |
| \$40,000-\$49,999 | 2,282 | 3% | 1,348 | 5% |
| \$50,000-\$59,999 | 1,738 | 2% | 1,022 | 4% |
| \$60,000-\$69,999 | 1,414 | 2% | 872 | 3% |
| \$70,000-\$79,999 | 862 | 1% | 496 | 2% |
| \$80,000-\$89,999 | 733 | 1% | 394 | 2% |
| \$90,000-\$99,999 | 500 | 1% | 278 | 1% |
| \$100,000-\$109,999 | 548 | 1% | 307 | 1% |
| \$110,000-\$119,999 | 261 | 0% | 133 | 1% |
| \$120,000 or more | 760 | 1% | 404 | 2% |
| Total | 71,571 | 100% | 25,553 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

| | |
|----------------------|-----|
| Acute/Critical Care: | 20% |
| Surgery/OR: | 8% |
| Cardiology: | 5% |

Secondary Specialty

| | |
|----------------------|-----|
| Acute/Critical Care: | 16% |
| Surgery/OR: | 5% |
| Cardiology: | 5% |

Licenses

| | |
|--------------|----|
| Licensed NP: | 5% |
| LPN: | 1% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Specialty | Specialties | | | |
|---|---------------|-------------|---------------|-------------|
| | Primary | | Secondary | |
| | # | % | # | % |
| Acute/Critical Care/Emergency/Trauma | 15,748 | 20% | 9,175 | 16% |
| Surgery/OR/Pre-, Peri- or Post-Operative | 6,179 | 8% | 2,824 | 5% |
| Cardiology | 3,680 | 5% | 2,735 | 5% |
| Obstetrics/Nurse Midwifery | 3,553 | 4% | 1,491 | 3% |
| Pediatrics | 3,450 | 4% | 2,177 | 4% |
| Psychiatric/Mental Health | 3,280 | 4% | 1,563 | 3% |
| Administration/Management | 2,574 | 3% | 2,666 | 5% |
| Neonatal Care | 2,504 | 3% | 1,485 | 3% |
| Case Management | 2,471 | 3% | 1,895 | 3% |
| Oncology | 2,232 | 3% | 1,450 | 2% |
| Community Health/Public Health | 2,028 | 3% | 1,649 | 3% |
| Geriatrics/Gerontology | 1,950 | 2% | 1,916 | 3% |
| Family Health | 1,915 | 2% | 1,059 | 2% |
| Hospital/Float | 1,398 | 2% | 1,364 | 2% |
| Long-Term Care/Assisted Living/Nursing Home | 1,312 | 2% | 1,486 | 3% |
| Other Specialty Area | 17,424 | 22% | 14,011 | 24% |
| General Nursing/No Specialty | 7,434 | 9% | 9,100 | 15% |
| Medical Specialties (Not Listed) | 1,389 | 2% | 1,076 | 2% |
| Total | 80,522 | 100% | 59,122 | 100% |

Source: Va. Healthcare Workforce Data Center

20% of all RNs work at an acute/critical care/emergency/trauma center as their primary work location, the most of any establishment type in the state.

| Other Certifications | | |
|-----------------------------|-------|----|
| Certification | # | % |
| Licensed Nurse Practitioner | 4,946 | 5% |
| Licensed Practical Nurse | 692 | 1% |
| Clinical Nurse Specialist | 502 | 1% |

Source: Va. Healthcare Workforce Data Center

5% of RNs are also Licensed Nurse Practitioners. Another 1% of RNs are also Licensed Practical Nurses and Clinical Nurse Specialists.

A Closer Look:

| Military Service | | |
|------------------|---------------|-------------|
| Service? | # | % |
| Yes | 4,362 | 8% |
| No | 51,557 | 92% |
| Total | 55,920 | 100% |

Source: Va. Healthcare Workforce Data Center

| Branch of Service | | |
|--------------------|--------------|-------------|
| Branch | # | % |
| Army | 1,641 | 40% |
| Navy/Marine | 1,464 | 35% |
| Air Force | 925 | 22% |
| Other | 115 | 3% |
| Total | 4,144 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Military Service

% Served: 8%

Branch of Service

Army: 40%
Navy/Marine: 35%
Air Force: 22%

Occupation

Army Health Care Spec.: 7%
Navy Basic Med. Tech.: 6%
Air Force Basic Med. Tech.: 2%

Source: Va. Healthcare Workforce Data Center

8% of Virginia's RN workforce has served in the military. 40% of these RNs served in the Army, including 7% who worked as an Army Health Care Specialist (68W Army Medic).

| Military Occupation | | |
|--|--------------|-------------|
| Occupation | # | % |
| Army Health Care Specialist (68W Army Medic) | 298 | 7% |
| Navy Basic Medical Technician (Navy HM0000) | 244 | 6% |
| Air Force Basic Medical Technician (Air Force BMTCP 4NOX1) | 89 | 2% |
| Air Force Independent Duty Medical Technician (IDMT 4NOX1C) | 15 | 0% |
| Other | 3,356 | 84% |
| Total | 4,001 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 90%
Involuntarily Unemployed: 0%

Positions Held

1 Full-time: 68%
2 or More Positions: 10%

Weekly Hours:

40 to 49: 40%
60 or more: 4%
Less than 30: 14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Current Work Status | | |
|---|---------------|-------------|
| Status | # | % |
| Employed, capacity unknown | 67 | < 1% |
| Employed in a nursing- related capacity | 73,378 | 90% |
| Employed, NOT in a nursing-related capacity | 2,396 | 3% |
| Not working, reason unknown | 3 | < 1% |
| Involuntarily unemployed | 308 | < 1% |
| Voluntarily unemployed | 3,758 | 5% |
| Retired | 1,826 | 2% |
| Total | 81,738 | 100% |

Source: Va. Healthcare Workforce Data Center

90% of RNs are currently employed in their profession. 68% of RNs hold one full-time job, while 10% currently have multiple jobs. 40% of all RNs work between 40 and 49 hours per week, while 14% work less than 30 hours per week.

| Current Weekly Hours | | |
|----------------------|---------------|-------------|
| Hours | # | % |
| 0 hours | 4,069 | 5% |
| 1 to 9 hours | 1,483 | 2% |
| 10 to 19 hours | 2,875 | 4% |
| 20 to 29 hours | 6,952 | 9% |
| 30 to 39 hours | 23,073 | 30% |
| 40 to 49 hours | 31,320 | 40% |
| 50 to 59 hours | 5,375 | 7% |
| 60 to 69 hours | 1,790 | 2% |
| 70 to 79 hours | 615 | 1% |
| 80 or more hours | 517 | 1% |
| Total | 78,069 | 100% |

Source: Va. Healthcare Workforce Data Center

| Current Positions | | |
|---|---------------|-------------|
| Positions | # | % |
| No Positions | 4,069 | 5% |
| One Part-Time Position | 13,089 | 17% |
| Two Part-Time Positions | 1,945 | 2% |
| One Full-Time Position | 53,733 | 68% |
| One Full-Time Position & One Part-Time Position | 5,176 | 7% |
| Two Full-Time Positions | 157 | 0% |
| More than Two Positions | 574 | 1% |
| Total | 78,743 | 100% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Income | | |
|---------------------|---------------|-------------|
| Hourly Wage | # | % |
| Volunteer Work Only | 1,064 | 2% |
| Less than \$20,000 | 2,572 | 4% |
| \$20,000-\$29,999 | 2,268 | 4% |
| \$30,000-\$39,999 | 4,278 | 7% |
| \$40,000-\$49,999 | 8,565 | 14% |
| \$50,000-\$59,999 | 10,842 | 17% |
| \$60,000-\$69,999 | 10,618 | 17% |
| \$70,000-\$79,999 | 8,301 | 13% |
| \$80,000-\$89,999 | 5,823 | 9% |
| \$90,000-\$99,999 | 3,515 | 6% |
| \$100,000 or more | 5,693 | 9% |
| Total | 63,537 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$60k-\$70k

Benefits
Health Insurance: 65%
Retirement: 71%

Satisfaction
Satisfied: 93%
Very Satisfied: 59%

Source: Va. Healthcare Workforce Data Center

| Job Satisfaction | | |
|-----------------------|---------------|-------------|
| Level | # | % |
| Very Satisfied | 45,814 | 59% |
| Somewhat Satisfied | 27,196 | 35% |
| Somewhat Dissatisfied | 4,036 | 5% |
| Very Dissatisfied | 1,309 | 2% |
| Total | 78,355 | 100% |

Source: Va. Healthcare Workforce Data Center

The typical RN earned between \$60,000 and \$70,000 in the past year. Among RNs who received either a salary or an hourly wage as compensation at their primary work location, 84% had access to at least one employer-sponsored benefit, including 65% who received health insurance.

| Employer-Sponsored Benefits | | | |
|--------------------------------------|---------------|------------|----------------------------|
| Benefit | # | % | % of Wage/Salary Employees |
| Retirement | 51,745 | 71% | 71% |
| Paid Leave | 51,163 | 70% | 71% |
| Health Insurance | 47,651 | 65% | 65% |
| Dental Insurance | 46,678 | 64% | 64% |
| Group Life Insurance | 35,571 | 48% | 49% |
| Signing/Retention Bonus | 4,649 | 6% | 6% |
| Received at Least One Benefit | 61,741 | 84% | 84% |

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Employment Instability in Past Year | | |
|---|---------------|------------|
| In the past year did you . . . ? | # | % |
| Experience Involuntary Unemployment? | 988 | 1% |
| Experience Voluntary Unemployment? | 5,629 | 6% |
| Work Part-time or temporary positions, but would have preferred a full-time/permanent position? | 1,981 | 2% |
| Work two or more positions at the same time? | 10,754 | 12% |
| Switch employers or practices? | 6,605 | 7% |
| Experienced at least One | 22,351 | 25% |

Source: Va. Healthcare Workforce Data Center

1% of Virginia's RNs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 4.0% during the same time period.¹

| Location Tenure | | | | |
|---|---------------|-------------|---------------|-------------|
| Tenure | Primary | | Secondary | |
| | # | % | # | % |
| Not Currently Working at this Location | 2,371 | 3% | 1,361 | 9% |
| Less than 6 Months | 4,316 | 6% | 1,755 | 12% |
| 6 Months to 1 Year | 6,213 | 8% | 1,756 | 12% |
| 1 to 2 Years | 14,638 | 19% | 2,824 | 19% |
| 3 to 5 Years | 15,538 | 20% | 2,881 | 20% |
| 6 to 10 Years | 12,033 | 16% | 1,789 | 12% |
| More than 10 Years | 20,769 | 27% | 2,400 | 16% |
| Subtotal | 75,878 | 100% | 14,765 | 100% |
| Did not have location | 4,475 | | 75,035 | |
| Item Missing | 10,227 | | 781 | |
| Total | 90,581 | | 90,581 | |

Source: Va. Healthcare Workforce Data Center

66% of RNs receive an hourly wage at their primary work location, while 30% are salaried employees.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 6%

Turnover & Tenure

Switched Jobs: 7%
New Location: 19%
Over 2 years: 64%
Over 2 yrs, 2nd location: 48%

Employment Type

Hourly Wage: 66%
Salary: 30%

Source: Va. Healthcare Workforce Data Center

64% of RNs have worked at their primary location for more than 2 years—the job tenure normally required to attain a conventional mortgage loan.

| Employment Type | | |
|-----------------------------------|---------------|-------------|
| Primary Work Site | # | % |
| Hourly Wage | 37,927 | 66% |
| Salary | 17,184 | 30% |
| By Contract/Per Diem | 1,764 | 3% |
| Unpaid | 542 | 1% |
| Business/Contractor Income | 470 | 1% |
| Subtotal | 57,887 | 100% |
| Did not have location | 4,475 | |
| Item Missing | 28,219 | |

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 4.0% in October 2015 to 4.0% in September 2016, the period of the survey. At the time of publication, the unemployment rate for September 2016 was still preliminary.

At a Glance:

Concentration

| | |
|----------------|-----|
| Top Region: | 27% |
| Top 3 Regions: | 71% |
| Lowest Region: | 1% |

Locations

| | |
|-------------------|-----|
| 2 or more | |
| (Past Year): | 19% |
| 2 or more (Now*): | 17% |

Source: Va. Healthcare Workforce Data Center

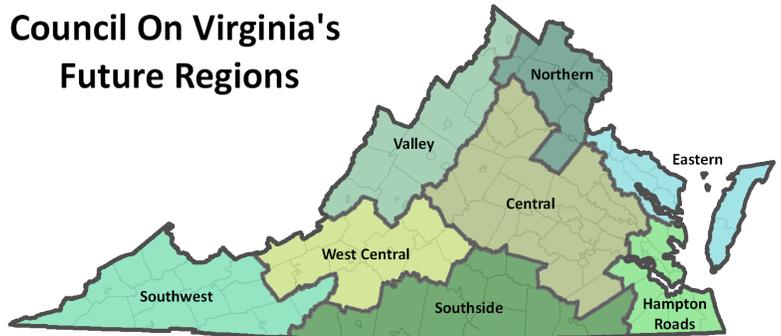
27% of all RNs work in Central Virginia, the most of any region in the state. Another 23% of RNs work in Northern Virginia, while 21% work in Hampton Roads.

A Closer Look:

| Regional Distribution of Work Locations | | | | |
|---|------------------|-------------|--------------------|-------------|
| COVF Region | Primary Location | | Secondary Location | |
| | # | % | # | % |
| Central | 20,565 | 27% | 3,347 | 22% |
| Eastern | 1,086 | 1% | 230 | 2% |
| Hampton Roads | 15,580 | 21% | 3,244 | 22% |
| Northern | 17,328 | 23% | 3,137 | 21% |
| Southside | 2,362 | 3% | 602 | 4% |
| Southwest | 3,227 | 4% | 682 | 5% |
| Valley | 5,140 | 7% | 907 | 6% |
| West Central | 9,115 | 12% | 1,638 | 11% |
| Virginia Border State/DC | 243 | 0% | 328 | 2% |
| Other US State | 403 | 1% | 784 | 5% |
| Outside of the US | 6 | 0% | 55 | 0% |
| Total | 75,055 | 100% | 14,954 | 100% |
| Item Missing | 11,050 | | 591 | |

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



19% of all RNs held two or more positions over the past year, while 17% currently hold multiple positions.

| Number of Work Locations | | | | |
|--------------------------|-----------------------------|-------------|---------------------|-------------|
| Locations | Work Locations in Past Year | | Work Locations Now* | |
| | # | % | # | % |
| 0 | 3,808 | 5% | 5,717 | 7% |
| 1 | 60,199 | 76% | 60,340 | 76% |
| 2 | 9,976 | 13% | 9,096 | 11% |
| 3 | 4,391 | 6% | 3,643 | 5% |
| 4 | 404 | 1% | 230 | < 1% |
| 5 | 201 | 0% | 120 | < 1% |
| 6 or More | 502 | 1% | 334 | < 1% |
| Total | 79,481 | 100% | 79,481 | 100% |

*At the time of survey completion (Oct. 2015-Sept. 2016, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Sector | Location Sector | | | |
|---------------------------------|------------------|-------------|--------------------|-------------|
| | Primary Location | | Secondary Location | |
| | # | % | # | % |
| For-Profit | 29,950 | 42% | 6,992 | 51% |
| Non-Profit | 30,240 | 42% | 4,863 | 36% |
| State/Local Government | 7,773 | 11% | 1,302 | 10% |
| Veterans Administration | 1,396 | 2% | 163 | 1% |
| U.S. Military | 1,310 | 2% | 242 | 2% |
| Other Federal Government | 638 | 1% | 134 | 1% |
| Total | 71,307 | 100% | 13,696 | 100% |
| Did not have location | 4,475 | | 75,035 | |
| Item Missing | 14,799 | | 1,850 | |

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

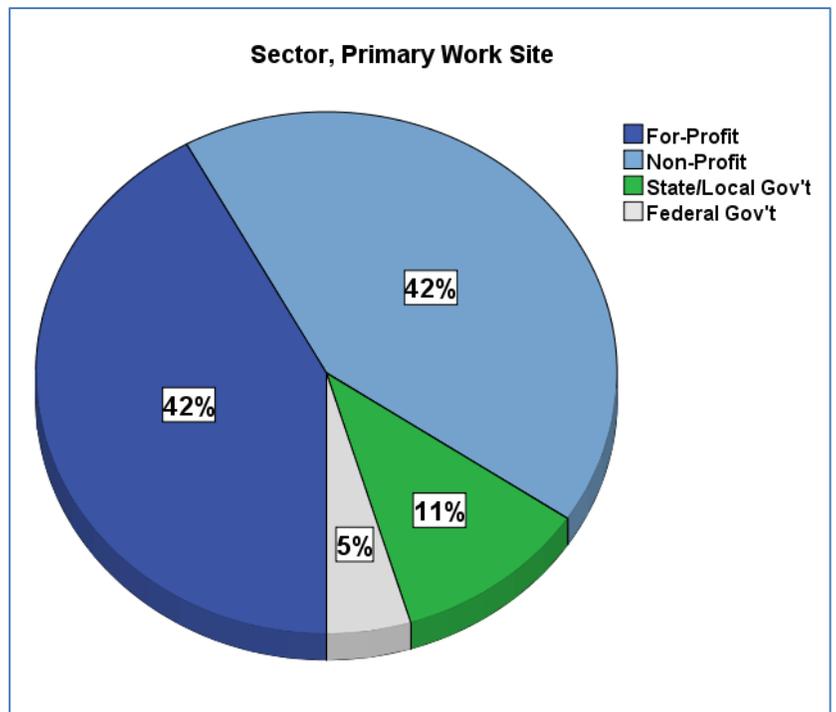
| | |
|-------------|-----|
| For Profit: | 42% |
| Federal: | 5% |

Top Establishments

| | |
|-----------------------|-----|
| Hospital, Inpatient: | 38% |
| Hospital, Emergency: | 7% |
| Academic Institution: | 6% |

Source: Va. Healthcare Workforce Data Center

84% of all RNs work in the private sector, including 42% in for-profit establishments. Another 11% of RNs work for state or local governments, while 5% work for the federal government.



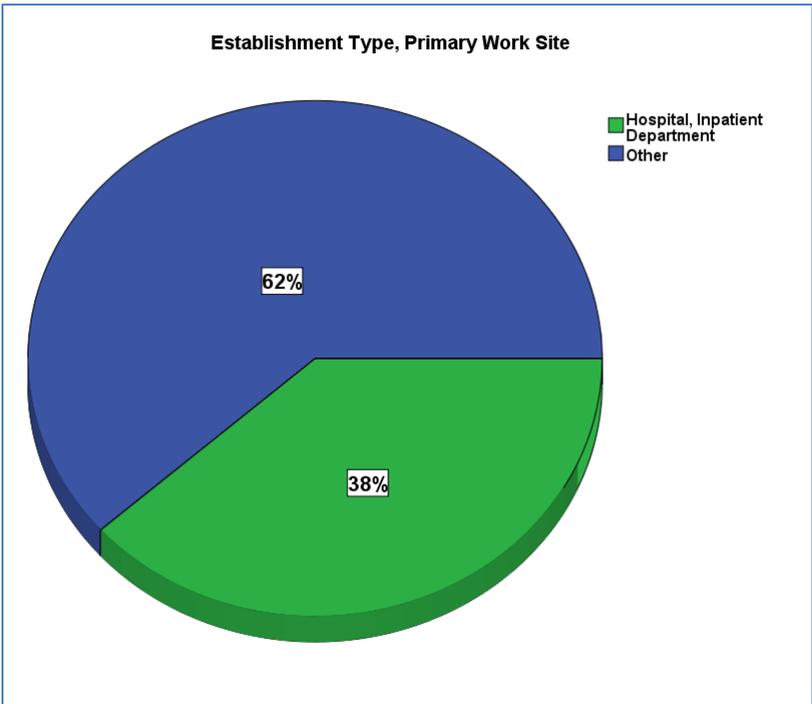
Source: Va. Healthcare Workforce Data Center

| Establishment Type | Location Type | | | |
|---|------------------|-------------|--------------------|-------------|
| | Primary Location | | Secondary Location | |
| | # | % | # | % |
| Hospital, Inpatient Department | 26,269 | 38% | 4,054 | 31% |
| Hospital, Emergency Department | 4,716 | 7% | 798 | 6% |
| Academic Institution (Teaching or Research) | 4,049 | 6% | 854 | 7% |
| Hospital, Outpatient Department | 4,007 | 6% | 490 | 4% |
| Home Health Care | 3,156 | 5% | 1,012 | 8% |
| Clinic, Primary Care or Non-Specialty | 2,682 | 4% | 610 | 5% |
| Ambulatory/Outpatient Surgical Unit | 2,570 | 4% | 438 | 3% |
| Long Term Care Facility, Nursing Home | 2,484 | 4% | 714 | 5% |
| Physician Office | 2,461 | 4% | 458 | 4% |
| School (Providing Care to Students) | 1,768 | 3% | 317 | 2% |
| Clinic, Non-Surgical Specialty | 1,651 | 2% | 356 | 3% |
| Insurance Company, Health Plan | 1,537 | 2% | 228 | 2% |
| Hospice | 1,105 | 2% | 252 | 2% |
| Other Practice Setting | 9,913 | 14% | 2,500 | 19% |
| Total | 68,368 | 100% | 13,081 | 100% |
| Did Not Have a Location | 4,475 | | 75,035 | |

38% of all RNs in the state work in the inpatient department of a hospital as the primary work location. Hospital emergency departments and academic institutions are also common primary establishment types among Virginia's RN workforce.

Source: Va. Healthcare Workforce Data Center

Among those RNs who also have a secondary work location, 31% work at the inpatient department of a hospital. Another 8% work for a home health care establishment.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 80%-89%

Roles

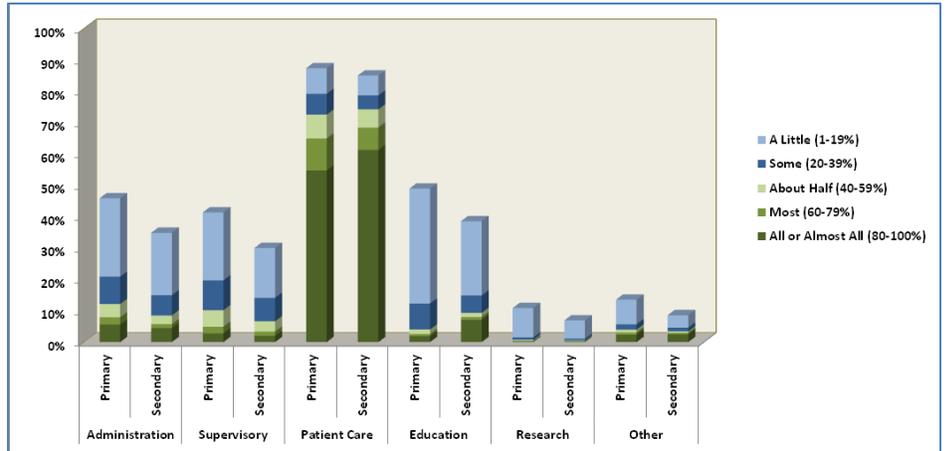
Patient Care: 65%
 Administrative: 8%
 Supervisory: 5%
 Education: 3%

Patient Care RNs

Median Admin Time: 0%
 Ave. Admin Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



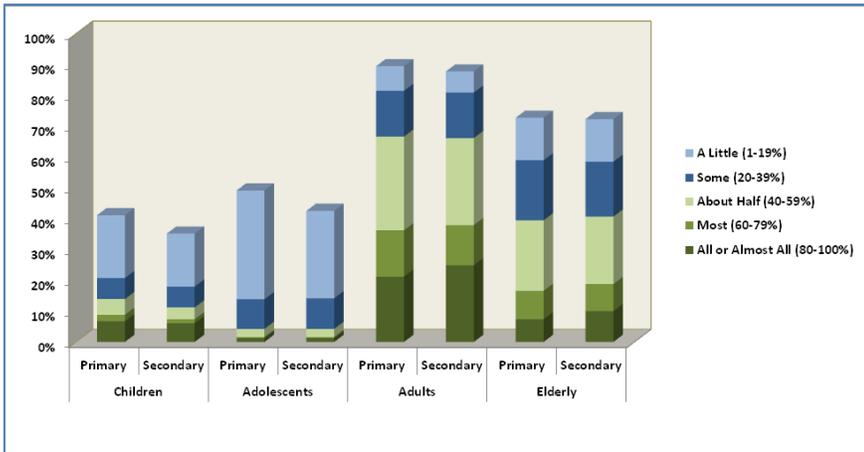
Source: Va. Healthcare Workforce Data Center

A typical RN spends nearly all of her time on patient care activities. 65% of all RNs fill a patient care role, defined as spending 60% or more of their time on patient care activities. Another 8% of RNs serve an administrative role, while 5% serve a supervisory role.

| Time Allocation | | | | | | | | | | | | | |
|------------------------------------|------------|-----------|-------------|-----------|--------------|-----------|------------|-----------|------------|-----------|------------|-----------|--|
| Time Spent | Admin. | | Supervisory | | Patient Care | | Education | | Research | | Other | | |
| | Prim. Site | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site | |
| All or Almost All (80-100%) | 6% | 4% | 3% | 2% | 55% | 61% | 2% | 7% | 0% | 0% | 2% | 2% | |
| Most (60-79%) | 2% | 1% | 2% | 1% | 10% | 7% | 1% | 1% | 0% | 0% | 1% | 0% | |
| About Half (40-59%) | 4% | 3% | 5% | 3% | 8% | 6% | 1% | 1% | 0% | 0% | 1% | 1% | |
| Some (20-39%) | 9% | 6% | 10% | 7% | 7% | 4% | 8% | 6% | 1% | 1% | 2% | 1% | |
| A Little (1-20%) | 25% | 20% | 22% | 16% | 8% | 6% | 37% | 24% | 9% | 6% | 8% | 4% | |
| None (0%) | 54% | 65% | 59% | 70% | 13% | 15% | 51% | 61% | 89% | 93% | 86% | 91% | |

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

The typical RN devotes most of her time to treating adults and the elderly. 36% of all RNs serve an adult patient care role, meaning that at least 60% of their patients are adults. In addition, 17% of all RNs serve an elderly patient care role.

**At a Glance:
(Primary Locations)**

Typical Patient Allocation

Children: 0%
 Adolescents: 0%
 Adults: 50%-59%
 Elderly: 20%-29%

Roles

Children: 9%
 Adolescents: 2%
 Adults: 36%
 Elderly: 17%

Source: Va. Healthcare Workforce Data Center

| Patient Allocation | | | | | | | | |
|------------------------------------|------------|-----------|-------------|-----------|------------|-----------|------------|-----------|
| Time Spent | Children | | Adolescents | | Adults | | Elderly | |
| | Prim. Site | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site |
| All or Almost All (80-100%) | 7% | 6% | 1% | 1% | 21% | 25% | 7% | 10% |
| Most (60-79%) | 2% | 1% | 0% | 0% | 15% | 13% | 9% | 9% |
| About Half (40-59%) | 5% | 4% | 3% | 3% | 30% | 28% | 23% | 22% |
| Some (20-39%) | 7% | 7% | 10% | 10% | 15% | 15% | 19% | 18% |
| A Little (1-20%) | 20% | 17% | 35% | 28% | 8% | 7% | 14% | 14% |
| None (0%) | 59% | 65% | 51% | 57% | 11% | 12% | 27% | 28% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Retirement Expectations | | | | |
|----------------------------------|---------------|-------------|---------------|-------------|
| Expected Retirement Age | All RNs | | RNs over 50 | |
| | # | % | # | % |
| Under age 50 | 1,341 | 2% | - | - |
| 50 to 54 | 1,740 | 3% | 124 | 0% |
| 55 to 59 | 5,532 | 8% | 1,413 | 5% |
| 60 to 64 | 18,018 | 26% | 7,415 | 25% |
| 65 to 69 | 27,764 | 40% | 13,512 | 46% |
| 70 to 74 | 8,535 | 12% | 4,265 | 14% |
| 75 to 79 | 1,846 | 3% | 973 | 3% |
| 80 or over | 852 | 1% | 365 | 1% |
| I do not intend to retire | 3,303 | 5% | 1,500 | 5% |
| Total | 68,931 | 100% | 29,567 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All RNs

Under 65: 39%

Under 60: 12%

RNs 50 and over

Under 65: 30%

Under 60: 5%

Time until Retirement

Within 2 years: 7%

Within 10 years: 25%

Half the workforce: By 2041

Source: Va. Healthcare Workforce Data Center

39% of RNs expect to retire by the age of 65, while 30% of RNs who are age 50 or over expect to retire by the same age. Meanwhile, 22% of all RNs expect to work until at least age 70, including 5% who do not expect to retire at all.

Within the next two years, only 2% of RNs expect to leave the profession, while 3% plan on leaving the state to practice elsewhere. Meanwhile, 30% of RNs plan on pursuing additional educational opportunities, and 7% expect to increase their patient care hours.

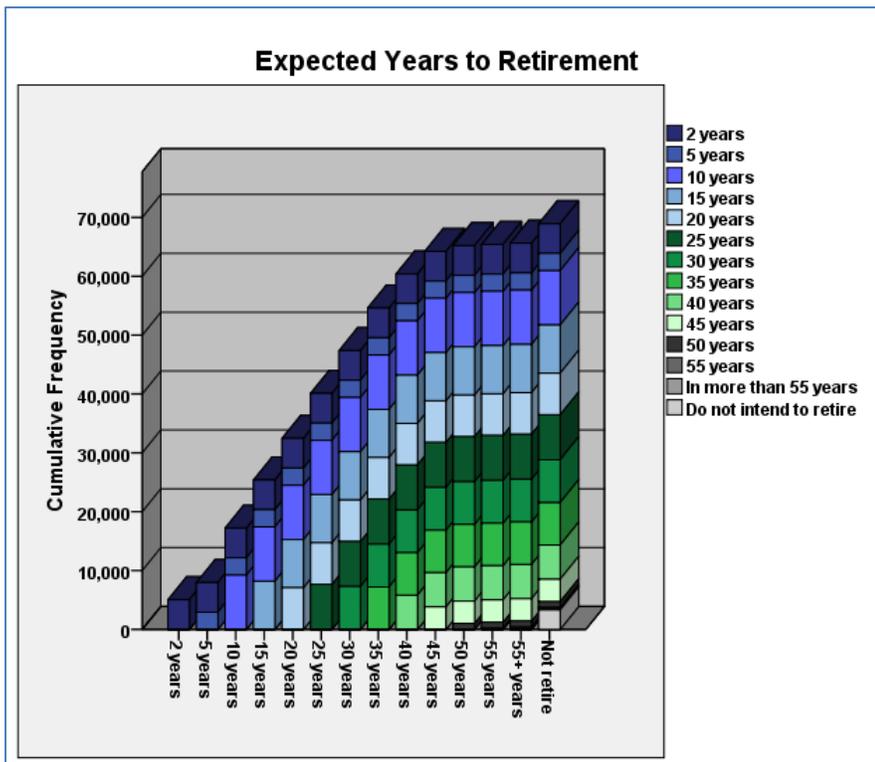
| Future Plans | | |
|---------------------------------------|--------|-----|
| 2 Year Plans: | # | % |
| Decrease Participation | | |
| Leave Profession | 1,475 | 2% |
| Leave Virginia | 2,895 | 3% |
| Decrease Patient Care Hours | 7,467 | 8% |
| Decrease Teaching Hours | 437 | 0% |
| Increase Participation | | |
| Increase Patient Care Hours | 6,611 | 7% |
| Increase Teaching Hours | 4,699 | 5% |
| Pursue Additional Education | 26,986 | 30% |
| Return to Virginia's Workforce | 1,471 | 2% |

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for RNs. 7% of RNs expect to retire in the next two years, while 25% expect to retire in the next 10 years. More than half of the current RN workforce expects to retire by 2041.

| Time to Retirement | | | |
|--------------------------------|---------------|-------------|--------------|
| Expect to retire within. . . | # | % | Cumulative % |
| 2 years | 5,042 | 7% | 7% |
| 5 years | 2,927 | 4% | 12% |
| 10 years | 9,232 | 13% | 25% |
| 15 years | 8,192 | 12% | 37% |
| 20 years | 7,072 | 10% | 47% |
| 25 years | 7,638 | 11% | 58% |
| 30 years | 7,279 | 11% | 69% |
| 35 years | 7,213 | 10% | 79% |
| 40 years | 5,814 | 8% | 88% |
| 45 years | 3,816 | 6% | 93% |
| 50 years | 988 | 1% | 95% |
| 55 years | 202 | 0% | 95% |
| In more than 55 years | 214 | 0% | 95% |
| Do not intend to retire | 3,303 | 5% | 100% |
| Total | 68,932 | 100% | |

Source: Va. Healthcare Workforce Data Center



Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2026. Retirements will peak at 13% of the current workforce around the same time before declining to under 10% of the current workforce again around 2056.

Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total: 77,890
 FTEs/1,000 Residents: 9.35
 Average: 0.90

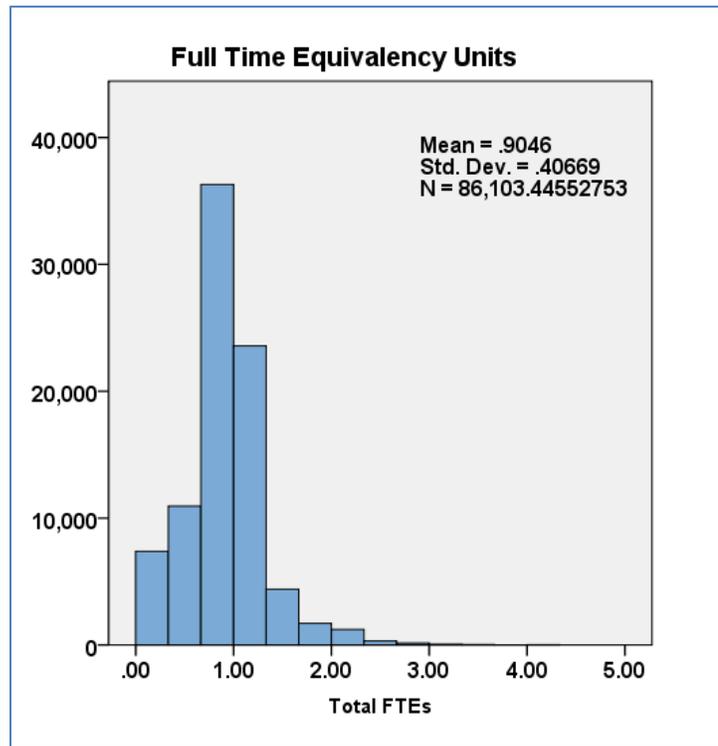
Age & Gender Effect

Age, Partial Eta²: Negligible
 Gender, Partial Eta²: Negligible

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

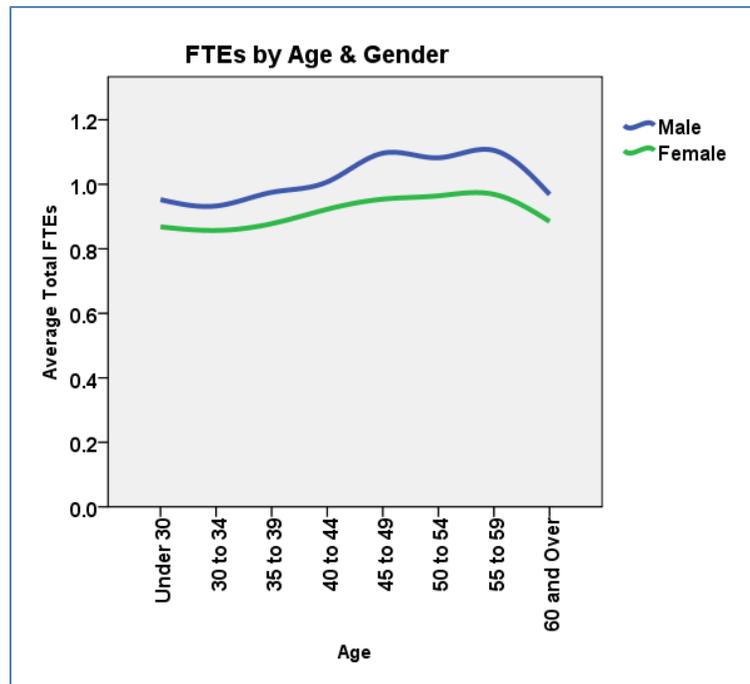


Source: Va. Healthcare Workforce Data Center

The typical (median) RN provided 0.93 FTEs, or approximately 37 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.²

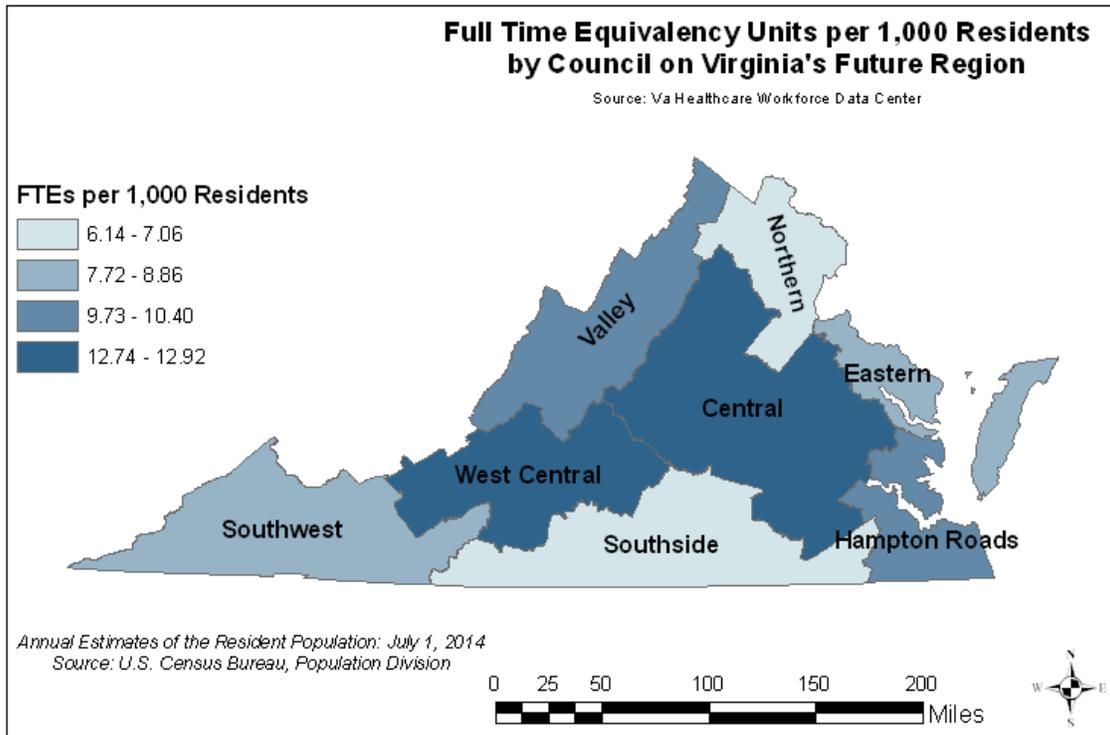
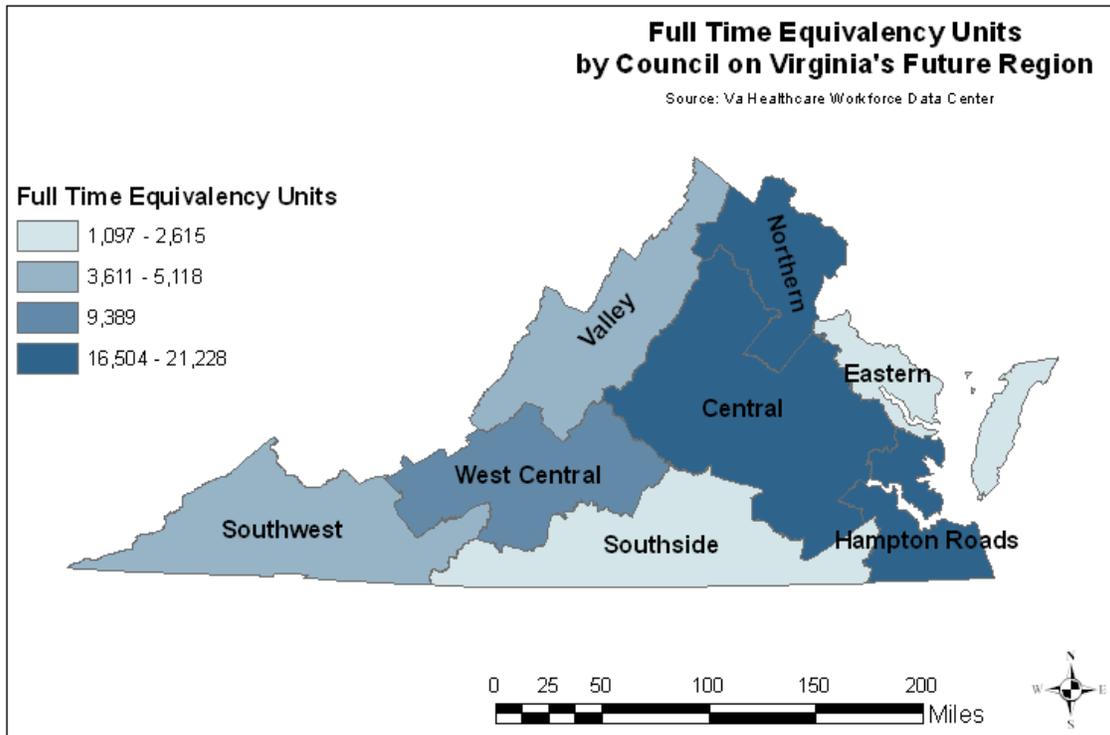
| Full-Time Equivalency Units | | |
|-----------------------------|---------|--------|
| Age | Average | Median |
| Age | | |
| Under 30 | 0.87 | 0.93 |
| 30 to 34 | 0.85 | 0.90 |
| 35 to 39 | 0.87 | 0.92 |
| 40 to 44 | 0.93 | 0.93 |
| 45 to 49 | 0.95 | 0.93 |
| 50 to 54 | 0.96 | 0.96 |
| 55 to 59 | 0.96 | 0.95 |
| 60 and Over | 0.87 | 0.85 |
| Gender | | |
| Male | 1.01 | 0.97 |
| Female | 0.91 | 0.94 |

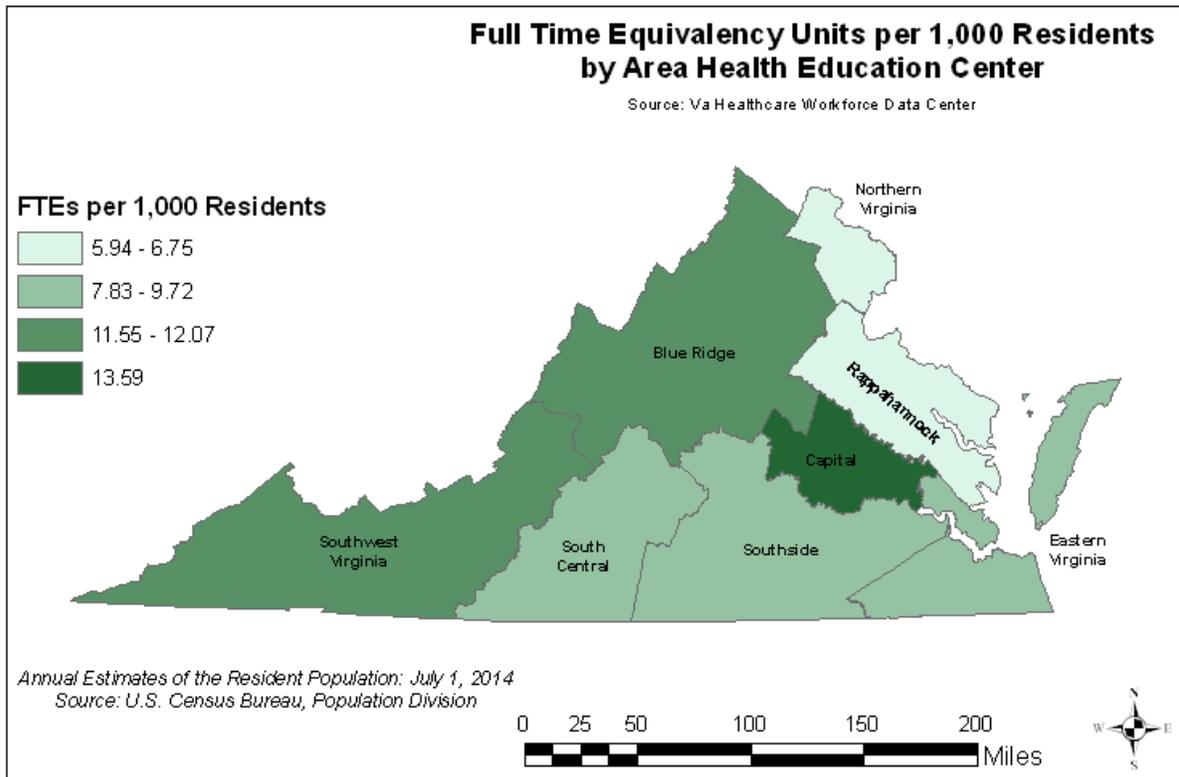
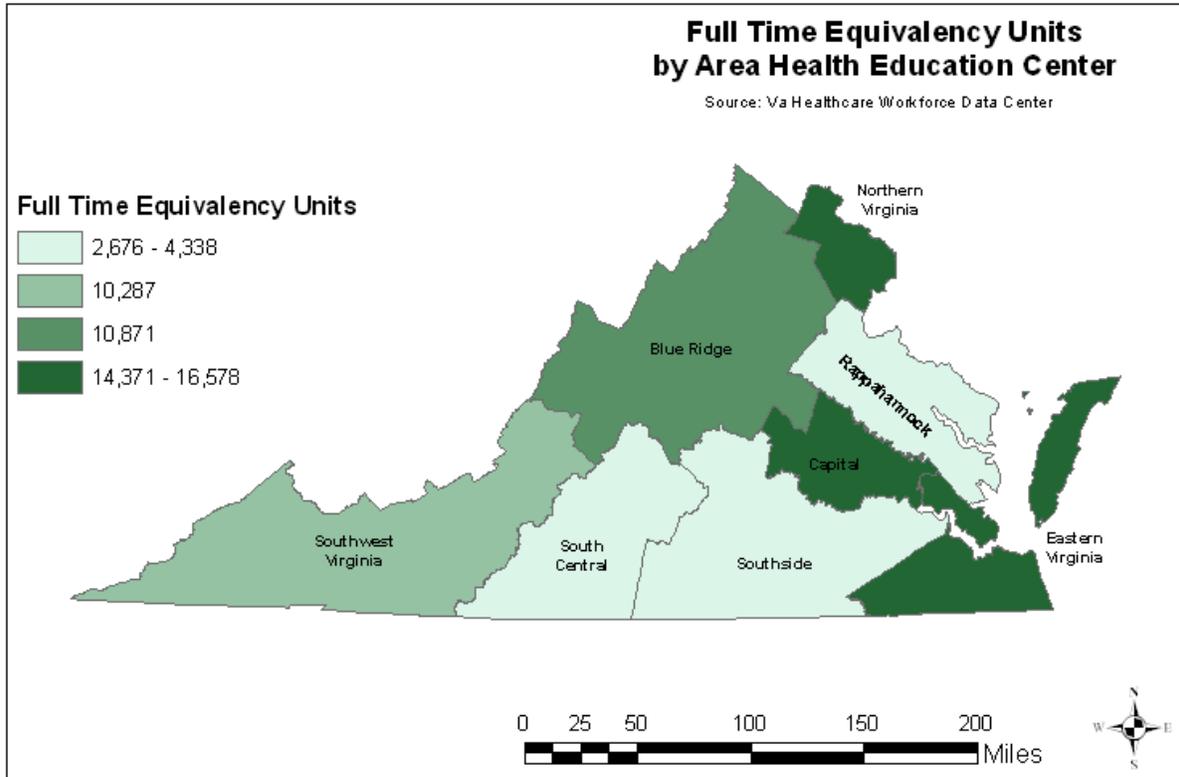
Source: Va. Healthcare Workforce Data Center

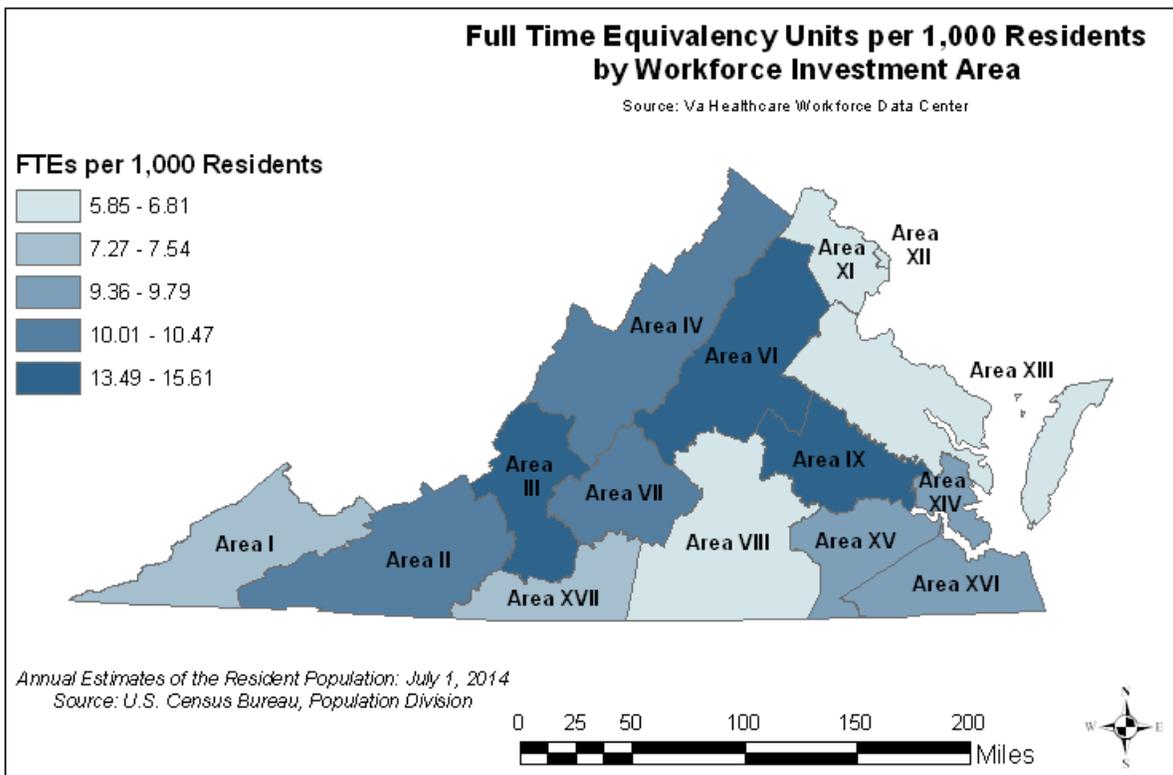
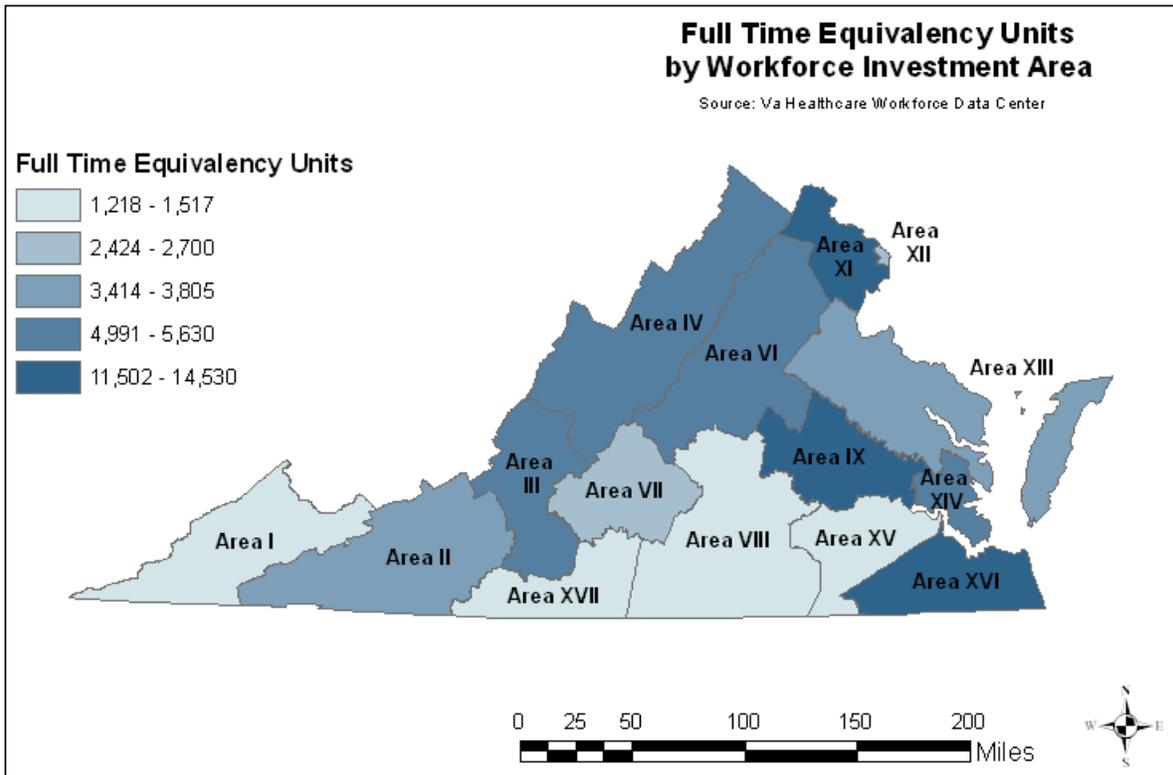


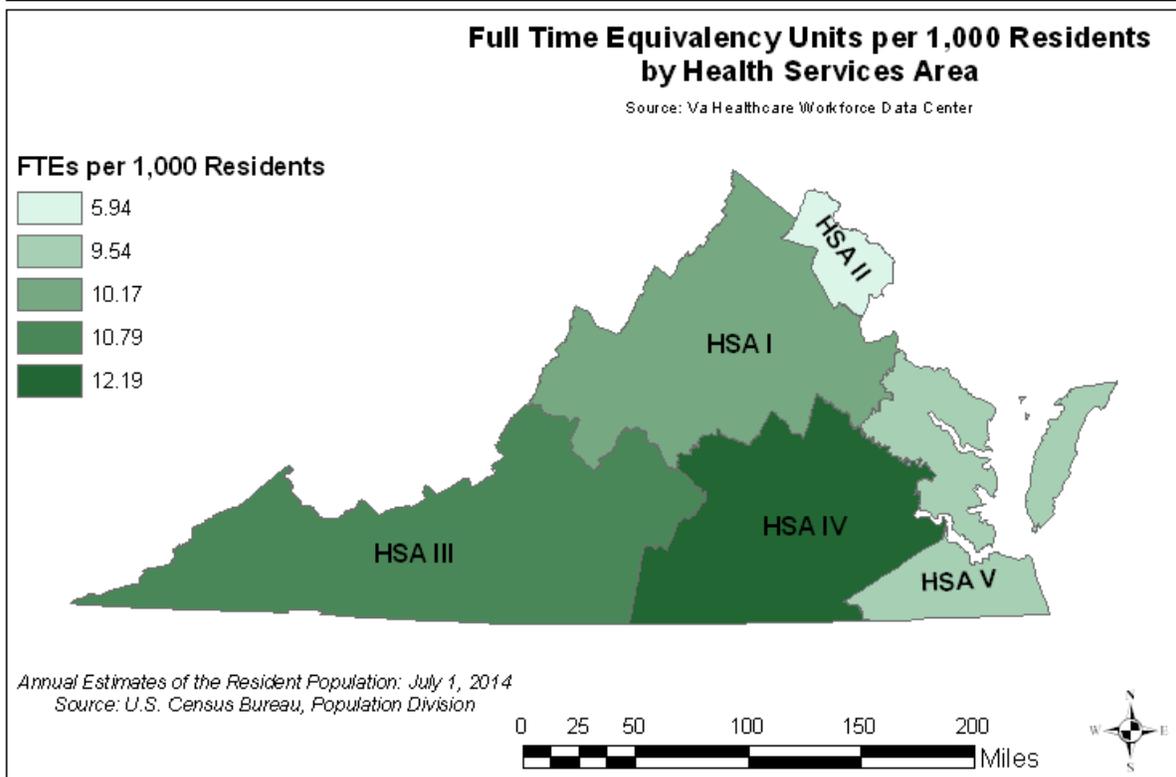
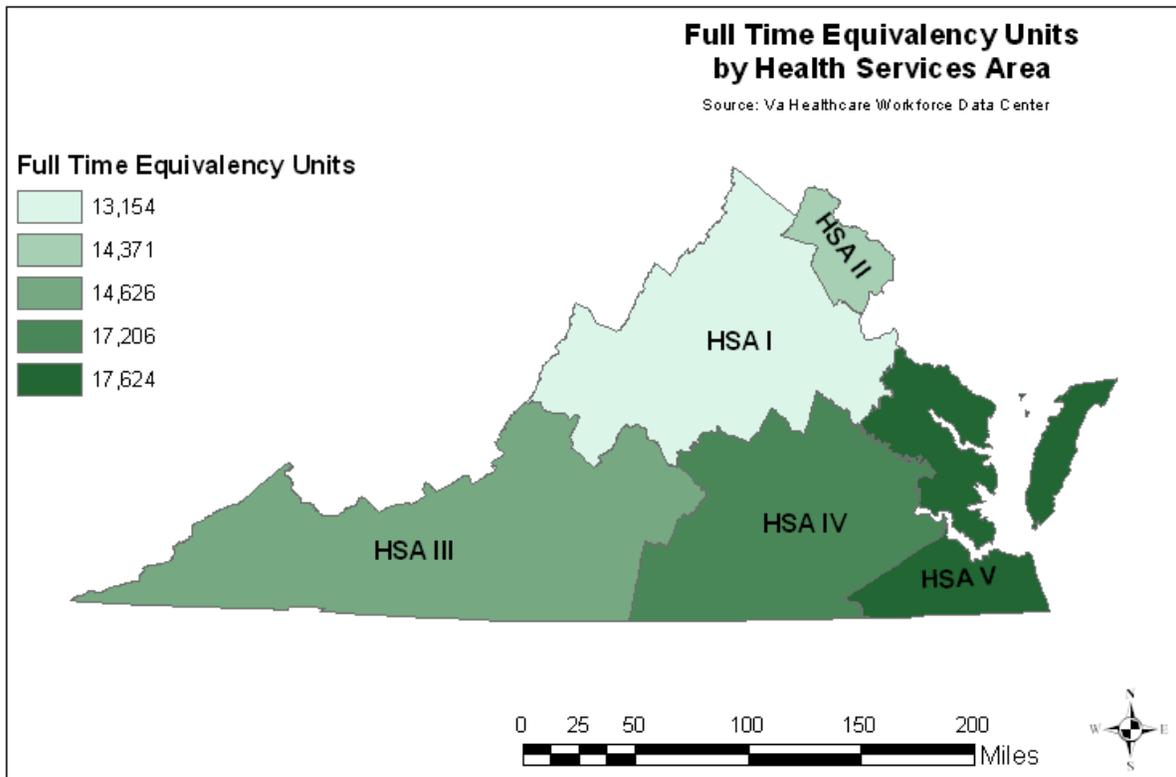
Source: Va. Healthcare Workforce Data Center

² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)









Appendix A: Weights

| Rural Status | Location Weight | | | Total Weight | |
|------------------------------------|-----------------|--------|----------|--------------|----------|
| | # | Rate | Weight | Min | Max |
| Metro, 1 million+ | 62,889 | 33.96% | 2.945069 | 2.304241 | 3.862506 |
| Metro, 250,000 to 1 million | 9,852 | 34.64% | 2.88661 | 2.258502 | 3.785836 |
| Metro, 250,000 or less | 10,673 | 34.79% | 2.874495 | 2.249023 | 3.769947 |
| Urban pop 20,000+, Metro adj | 1,904 | 35.45% | 2.820741 | 2.206966 | 3.699447 |
| Urban pop 20,000+, nonadj | 0 | NA | NA | NA | NA |
| Urban pop, 2,500-19,999, Metro adj | 4,293 | 33.92% | 2.948489 | 2.306917 | 3.866991 |
| Urban pop, 2,500-19,999, nonadj | 2,807 | 34.95% | 2.861366 | 2.238751 | 3.752728 |
| Rural, Metro adj | 2,473 | 32.03% | 3.122475 | 2.443044 | 4.095176 |
| Rural, nonadj | 1,124 | 33.72% | 2.965699 | 2.320382 | 3.889563 |
| Virginia border state/DC | 3,359 | 23.97% | 4.172671 | 3.264725 | 5.472526 |
| Other US State | 8,752 | 18.40% | 5.436025 | 4.253181 | 7.129435 |

Source: Va. Healthcare Workforce Data Center

| Age | Age Weight | | | Total Weight | |
|-------------|------------|--------|----------|--------------|----------|
| | # | Rate | Weight | Min | Max |
| Under 30 | 12,368 | 24.81% | 4.031291 | 3.699447 | 7.129435 |
| 30 to 34 | 12,073 | 37.99% | 2.632003 | 2.415345 | 4.654762 |
| 35 to 39 | 10,900 | 28.17% | 3.550489 | 3.258223 | 6.279125 |
| 40 to 44 | 11,024 | 40.74% | 2.454687 | 2.252625 | 4.341173 |
| 45 to 49 | 11,539 | 30.08% | 3.324402 | 3.050748 | 5.879285 |
| 50 to 54 | 12,092 | 41.58% | 2.404932 | 2.206966 | 4.253181 |
| 55 to 59 | 13,077 | 29.63% | 3.37471 | 3.096914 | 5.968255 |
| 60 and Over | 25,062 | 30.28% | 3.301976 | 3.030168 | 5.839625 |

Source: Va. Healthcare Workforce Data Center

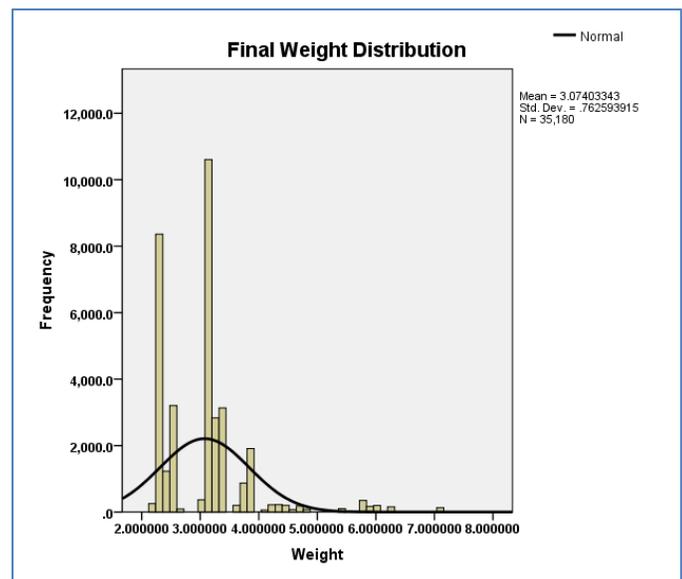
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.325334



Source: Va. Healthcare Workforce Data Center